



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
UNITED STATES ARMY INTELLIGENCE CENTER AND FORT HUACHUCA
1903 HATFIELD STREET
FORT HUACHUCA ARIZONA 85613-7000

ATZS-CG

29 April 2005

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: POLICY 131 – Reasonable Accommodation for Individuals with Disabilities

1. REFERENCES.

- a. Executive Order No. 13164, dated 26 Jul 00.
- b. Equal Employment Opportunity Commission (EEOC) Guidance, dated 20 Oct 00.

2. POLICY. I fully support reasonable accommodation for individuals with disabilities and consider it a matter of high priority. It is my intent with this policy to fully comply with the reasonable accommodation requirements of the Rehabilitation Act of 1973. Under the law, federal agencies must provide reasonable accommodations to qualified employees or applicants with disabilities, unless to do so would cause undue hardship. Fort Huachuca is committed to providing reasonable accommodations to its employees and applicants for employment in order to assure that individuals with disabilities enjoy full access to equal employment opportunity at Fort Huachuca. Fort Huachuca will provide reasonable accommodations:

- a. When an applicant with a disability needs accommodation in order to be considered for a job;
- b. When an employee with a disability needs an accommodation to enable him or her to perform the essential functions of the job or to gain access to the workplace; and
- c. When an employee with a disability needs accommodation to enjoy equal benefits and privileges of employment.

3. Fort Huachuca will process requests for reasonable accommodation and, when appropriate, provide reasonable accommodations in a prompt, fair and efficient manner. Procedures for processing reasonable accommodation requests are outlined in Policy 132 – Establishing Reasonable Accommodation Procedures.

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4. PROPONENT. Ms. Joan Street, Reasonable Accommodations Coordinator, 538-0276,
email: joan.street@us.army.mil.



BARBARA G. FAST
Major General, USA
Commanding

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